



Zambia UK Health Workforce Alliance

Constitution of the Zambia UK Health Workforce Alliance

Preamble

We, the members of the *Zambia UK Health Workforce Alliance* have established this Constitution in order that our purposes described in the document presented at the launch of the Zambia UK Health Workforce Alliance on 11th June 2009, be realised to their fullest extent.

Article I – NAME

The name of this network will be the *Zambia UK Health Workforce Alliance* referred to as *the Alliance* in this document

Article II – PURPOSE

The Alliance is an informal group of Zambian and UK organisations that are working together in Zambia to:

- Support the Zambian Government to implement its plans to increase and develop its health workforce and its health systems and to contribute towards achieving the health related Millennium Development Goals
- Provide opportunities for learning and development for health workers and institutions in both Zambia and the UK

The Alliance is established for the purpose of promoting and providing a means for coordination of Zambia UK joint working in health and aims to do so within internationally recognised standards of good practice in both health and international development.

Article III - MEMBERSHIP

Section 1. Eligibility and standards of best practice

Active membership shall be limited to UK-based and Zambia-based organisations that are involved or wished to be involved in international health work initiatives in Zambia.

Individuals will not be eligible for membership but can join the mailing list and receive communications from the Alliance. The website will be publicly accessible.

The following requirements are necessary to constitute active membership:

1. Members agree to share information and expertise with other member organisations and individuals working and wanting to work in international health in Zambia through a website, attendance at events, when possible, and through contact with other members.
2. Working together, wherever possible, with other members of the Alliance for the benefit of both the Zambian and the UK communities and health professionals.

In addition, active members of the Alliance are expected to comply with the following standards of best practice:

1. Activities, including new initiatives, should be consistent with the aims, plans and priorities of the Zambian MoH and regional or local health authorities.
2. Activities in Zambia should be led by Zambians; this should include agreement on introducing and evaluating new or innovative practice.
3. Activities should focus, whenever possible, on developing expertise and strengthening systems in Zambia; this should lead to an exit strategy when Zambian capacity is adequately developed.
4. The development of individuals or health services should be designed to improve quality and access to services, with particular reference to the poorest people and rural areas.
5. All clinical and educational participants should be registered, licensed and/or validated by the relevant bodies in the UK and Zambia and individuals involved should act in accordance with their professional code of practice.
6. Evaluation should be undertaken with lessons learned applied in both Zambia and the UK.
7. Activities should deliver value for money when compared with other potential support for the Zambian health system.

Membership of the Alliance is free. Organisations and individuals become members of the network by registering on the website www.zuhwa.com

Section 2. Benefits

The Alliance aims to:

- Provide a focal point to help ensure that Zambia's needs and requests for support and mutual development are known and understood by UK organisations
- Promote specific projects at the request of the Zambian Ministry of Health

- Help ensure better coordination between all the many groups which have links and partnerships between the two countries – these may involve universities, hospitals and other health organisations, diaspora groups, NGOs, private companies and government departments
- Test out the concept of such an Alliance with a view to creating others between the UK and other countries as appropriate

Section 3. Voluntary withdrawal of membership

Any member of the Alliance can withdraw their membership by cancelling their website registration or by sending a written notification to the Alliance Secretaries (see Article IV) to delete their records and contact details from the ZUHWA website and mailing list.

Section 4. Non-discrimination clause

The Alliance admits Zambia and UK based organisations of any denomination (public, private, NGO, professional network, faith-based or secular).

Article IV – OFFICERS

The Alliance will be governed by the following means:

Co-Chairs of the Alliance are Lord Crisp KCB and H.E. Bizwayo N. Nkunika, Zambian High Commissioner in the UK.

Dr David Percy and Miss Vanessa Halipi will act as the Secretariat for the Alliance.

Active members of the Alliance in some occasions might be asked to act as “associates” in order to undertake in depth expert assessments that would help design and deliver programmes for the Alliance.

Article V – OPERATIONS/PROGRAMMES

Section 1. Selection of programmes to be promoted and supported

The Alliance is not a grant giving body but it would aim, when possible, to help promote and support programmes that fulfil the criteria in Article III, section 1.

Section 2. Election to Membership

Election to membership will be at the discretion of the co-chairs and they will use the criteria in Article III, sections 1 and 4 as their benchmark for membership.

Section 3. Events

The Alliance will organise yearly Zambia Day events where active members and those interested in working in Zambia will be able to share ideas, experiences and skills and can plan future work together.

Article VI – FINANCES

The Alliance will finance the activities it engages in e.g. meetings, the website, officers, promotion, scoping need and defining potential programmes and their funding by applying for grants to international grant giving bodies.

Article VII – AMENDMENTS

Amendments of the constitution may be proposed in writing by any member of the Alliance and will be considered by the co-Chairmen of the Alliance and communicated through the Alliance Newsletter.

Proposed amendments will become effective following approval by 50% of active members.

Members of the Alliance as of July 2012 include:

Alma Mata
Anglia Ruskin University
Association of Anesthetists of Great Britain and Ireland (AAGBI)
Association of Surgeons of Great Britain and Ireland
Beit Cure International Hospital of Zambia
Beit Trust
Brighton and Sussex University Hospitals NHS Trust
BUILD
Cambridgeshire and Peterborough NHS Foundation Trust
Cancer Support Network of Zambia
Cecily's Fund
Churches Health Association of Zambia (CHAZ)
Development Media International
Doctors.net.uk
Faculty of Public Health
Global Healthcare Information Network
Guy's and St Thomas's NHS FT
Health Partners International
Johnson & Johnson
Leeds Metropolitan University
Leeds Partnerships NHS Foundation Trust
Lothian Health Board
Malaria Consortium
Maudsley International
Medicine Africa

Medsin – UK Global Health Education Project
Mid Essex Hospital Trust
Middlesex University
NHS Borders
Open University
Partnerships in Health Information (PHI)
Penicuik for Africa
People Open Access Educational Initiative: Peoples-uni
PRIME Partnerships in International Medical Education
RESULTS UK
Riders for Health
Royal African Society (RAS)
Royal College of Midwives
Royal College of Pathologists
Royal College of Psychiatrists
Royal College of Surgeons in Ireland (RCSI)
School of Health and Social Care – University of Teesside
School of Medicine of Lusaka – (UNZA)
Scotland Zambia Association (SCOZAA)
Sightsavers International
Sound Seekers
Tropical Health & Education Trust (THET)
UKZAMBIANS
University Teaching Hospital, Lusaka
Vision 2020 Links Programme
Vision Aid Overseas
VSO
Wales for Africa Health Links Group
Warwick Medical School
World Health Organization (WHO)
YMCA of Kabwe
Zambia AIDS-Related TB (ZAMBART) Project
Zambia Research for Health Public Engagement Project
Zambia Rural Healthcare Outreach Services (ZARHOS)